

# un~~gender~~ acta

News updates about gender & workplace from around the world.

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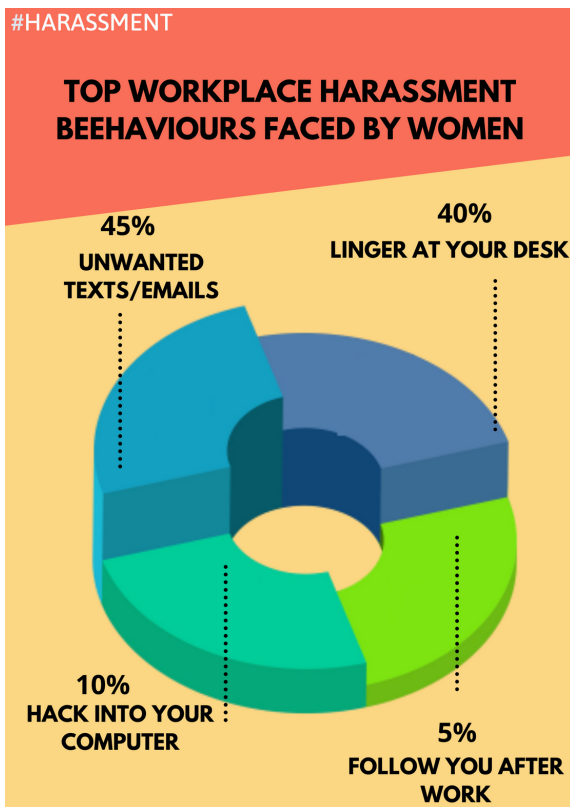


**Dr. Ranjana Kumari**

Women's participation rate in the formal sector in India was low prior to the onset of the pandemic. As per Census 2011, the workforce participation rate for women was 25.51 percent, which is less than other countries in South Asia, such as Nepal and Bangladesh. More women are present in low paying jobs and in the service sector.

Multiple explanations, including shrinking spaces in the formal sector, unequal pay, termination of employment upon pregnancy and sexual harassment at the workplace has led to women in India dropping out of the formal workforce. With the onset of the Covid-19 pandemic, as jobs in the formal sector shrink even further, women are likely to face even more gender-based discrimination and harassment at the workplace.

Women are usually the first to be fired, and it is estimated by the Centre for Monitoring Indian Economy that 4 out of 10 women have lost their jobs as a result of the Covid-19 pandemic. With the lockdown and work-from-home, it was expected that cases of VAW (violence against women) and sexual harassment would decrease.



Instead, reported cases of domestic violence and digital harassment have increased. Women (who are overburdened with housework), are expected to be available at all times professionally as the distinction between home and office gets blurred. Increasing domestic violence and digital bullying have made work from home difficult for women workers.

Reported incidents of domestic violence under the 'right to live with dignity' increased almost by twofold according to the National Commission for Women (NCW) during the lockdown. The NCW received 2043 complaints of crimes against women in June 2020, the highest in the past eight months.

As the Indian economy contracted by a historic 23.9% following the unplanned lockdown in March 2020, loss of jobs and livelihood translated into children being pulled out of schools, early marriages and increase in child labour. When the lockdown eased in June and July, child marriages spiked, marking a 17% increase over the previous year. According to a report by Thomson Reuters Foundation, as Covid-19 brought industries to a halt and schools were shut, activists and officials in different parts of India, more specifically, from the southern state of Tamil Nadu to western Maharashtra observed an unexpected trend: child marriages were on the rise.

The above data demonstrates the growth of the 'shadow pandemic' – that is, growing crimes and violence against women, is as rampant in India as the health pandemic posed by Covid-19. In the absence of a concerted effort by Government, NGOs and civil society, India risks losing out on all the gains made by the women's movement over the past twenty years in terms of addressing VAW and economic rights of women.



About the author: *Dr Ranjana Kumari* is the Director of Centre for Social Research. She has been a vocal advocate for gender justice in South Asia for several decades. In 2019, Dr Kumari was named as one of the 100 Most Influential People in Gender Policy globally.

# Conversation With Leaders

Conversation With Leaders is an ongoing series of interviews with industry leaders to highlight the best practices in organisations in the areas of safety, law, healthcare, D&I, gender rights and empowerment. We use these conversations to help other companies build diverse and inclusive workplaces.



## DIVERSITY & INCLUSION

### Aparna Devi Moola On How AI Systems At EdGE Networks Make Hiring More Inclusive

Currently spearheading the conversation on AI, HR Learning, OKR Systems at EDGE Networks, Aparna Devi Moola is a senior communications and marketing professional with over 19 years of experience. In conversation with, Pallavi Pareek, Founder and CEO, Ungender, Aparna discusses the issue of bias in Artificial Intelligence based technology models.

## DIVERSITY AND INCLUSION

### MullenLowe Lintas' HR Director Shares How The Company Is Building An Inclusive Workplace

Heather is the HR Director at the advertising giant The MullenLowe Lintas Group. She has 15 years of experience in HR spread across three media companies. In conversation with Pallavi Pareek, Founder and CEO, Ungender, Heather discusses pertinent topics on developing a diverse and inclusive workforce and culture.





# From Ungender's Desk



## WORKPLACE

### Understand The Rules Of The PoSH Act In 6 Minutes

The law was made effective in the whole of India on December 9, 2013, by the Ministry for Women and Child Development.



## GENDER

### Just Men's Products In Pink?

In this Twitter thread, journalist and author Shweta Taneja shares her experiences of buying and using products that would've turned out differently, if the designs were more thoughtful and inclusive.

## WOMEN AND WORK

### The Shadow Pandemic That Needs Our Attention

Shrinking spaces in the formal sector, unequal pay, termination of employment upon pregnancy and sexual harassment has led to women dropping out.



## WOMEN AND WORK

### India's Boardrooms Have Only 14% Women. Why That Must Change.

A large body of evidence in the past has found a positive business case for having more women in company boardrooms.





# Must Read: Gender News



[Gender-Fluid Engineer Wins Landmark Discrimination Case](#)

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[Mexico's Women Demand Justice On Gender Violence](#)

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[He Wanted A Son. Man Rips Pregnant Wife's Stomach Open To Check Child's Gender](#)

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[Poynter Now Offers Six Months Paid Parental Leave](#)

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[Woman Who Helped Visually Impaired Man Board Bus Gets Rewarded With New House](#)

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[12 Recommendations For The Inclusion Of Women With Disabilities In Covid-19 Response](#)

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[Pakistani Woman Denied Driving License For Being A 'Larki'](#)

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[Citi's Female CEO Rose As Bank Faced Failings On Gender Equality](#)

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[Female-Managed US Funds Outperform All-Male Rivals](#)

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[Study: Female Bosses Face More Negative Reactions Than Men When Criticizing Employees](#)

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# Must Read: D&I News



[Invisible Labour Is Real And It Hurts](#)

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[Difficult Conversations: Talking About Race at Work](#)

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[Racist Machines? Twitter's Photo Preview Problem](#)

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[Avoidable: The 'Ageism' Bias](#)

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[Commentary: How India's Ancient Caste System Is Ruining Lives in Silicon Valley](#)

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['Murugappa Group Has Been Shut To D&I'](#)

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[F1 Champion Hamilton Vows To Boost Diversity In Motorsport](#)

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[Wells Fargo CEO Sorry For 'Insensitive Comment' On Diversity](#)

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[P&G Shares Diversity Data For First Time](#)

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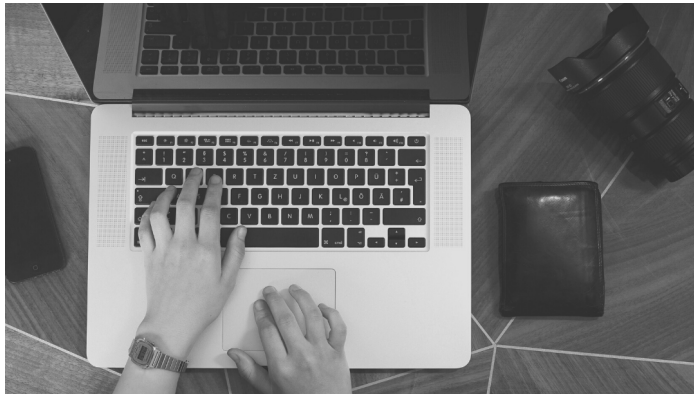
[Why Your D&I Program Is Failing—And How To Fix It](#)

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# Learn With Ungender

India Inc needs more certified and qualified POSH Practitioners.



EXECUTIVE CERTIFICATE PROGRAM FOR  
POSH PRACTITIONERS

## Get Certified as a POSH Practitioner.

Enroll now. [contact@ungender.in](mailto:contact@ungender.in)



Who is involved in administering the Executive POSH Certificate Program? The program is conceptualised, co-ordinated & marketed by Ungender, focusing on ensuring diversity and inclusivity at workplaces.

Ungender is a leading advisory firm focusing on end-to-end implementation of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Enrol for our PoSH programme.

[Download the Brochure](#)

[Make the Payment](#)



## SoOLEGAL Knowledge Series

**Certificate Program on Practitioner's Knowledge Series - Crucial Judgments in POSH Act, 2013**

**03 October to 31 October ,2020**  
**Time: 4:00PM to 05:30 PM**

**COURSE FEE : INR 7000/- Plus GST**  
**5% Discount for all SoOLEGAL Members**  
**Digital Certification of Participation for all Attendees**



**Pallavi Pareek**  
Founder of UNGENDER, a  
gender laws advisory firm



**Suruchi Kumar**  
Head of Legal Services  
at UNGENDER

A Practitioner's Knowledge Series between October 3-31, hosted by [SoOLEGALOnline](#) on POSH Act, 2013. The webinar series will focus on 25 important case laws that have happened in the area of POSH Act, 2013. This will be conducted by Ungender's founder and CEO Pallavi Pareek and Legal Head, Suruchi Kumar, focusing on critical judgments pertaining to the adoption and implementation of PoSH Act, and constitution of Internal Committees.

For booking sessions, [visit the SoOLEgal Knowledge Series page.](#) | Be a part of our [PoSH practitioner's database.](#)

# Learn. Grow. Ungender.

Be a part of India's largest  
database of POSH experts.



ungender



# Ungender Unlearn

All of us are a product of age old conditioning supported by the language we learned, books we read, media we watched.

Add to this societal rules that have been passed on through generations. Un-learn harmful language and biases.



about the US. My dissertation was a critique of how un-conservative the Trump movement was. [twitter.com/jmmsimor/status...](https://twitter.com/jmmsimor/status...)

**Jessica Simor QC** @JMPSimor · 9h  
Replying to @tomhfh  
You have an undergraduate degree? A BA? In politics? Or what?

**Jessica Simor QC** @JMPSimor · 9h  
Excellent but watch the documentary.

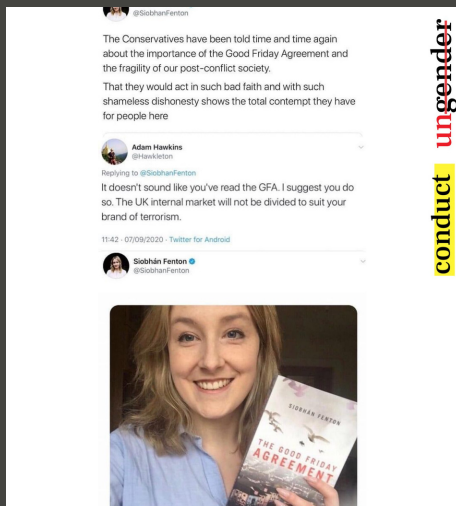
**Tom Harwood** @tomhfh · 9h  
Weird of you to reply to a tweet of mine professing an all seeing eye on US politics and constitutional affairs off the back of watching one documentary.

Maybe try doing a degree in it and working there for four months. Helped my understanding is all

Alex Andreou Retweeted

**Jessica Simor QC** @JMPSimor  
Replying to @tomhfh  
I'm a constitutional lawyer Tom.

**Mansplain.** Verb.  
to explain something to a woman in a condescending way that assumes she has no knowledge about the topic.




The Conservatives have been told time and time again about the importance of the Good Friday Agreement and the fragility of our post-conflict society.

That they would act in such bad faith and with such shameless dishonesty shows the total contempt they have for people here

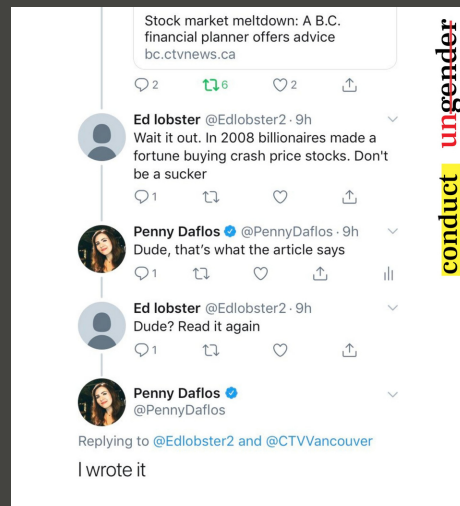
**Adam Hawkins** @HawkinsAdam  
Replying to @SiobhanFenton  
It doesn't sound like you've read the OFA. I suggest you do so. The UK internal market will not be divided to suit your brand of terrorism.

11:42 · 07/09/2020 · Twitter for Android

**Siobhan Fenton** @SiobhanFenton



**Mansplain.** Verb.  
to explain something to a woman in a condescending way that assumes she has no knowledge about the topic



Stock market meltdown: A B.C. financial planner offers advice [bc.ctvnews.ca](https://bc.ctvnews.ca)

**Ed lobster** @Edlobster2 · 9h  
Wait it out. In 2008 billionaires made a fortune buying crash price stocks. Don't be a sucker

**Penny Daflos** @PennyDaflos · 9h  
Dude, that's what the article says

**Ed lobster** @Edlobster2 · 9h  
Dude? Read it again


**Penny Daflos** @PennyDaflos  
Replying to @Edlobster2 and @CTVancouver  
I wrote it

**Mansplain.** Verb.  
to explain something to a woman in a condescending way that assumes she has no knowledge about the topic.

Do you know what the word #mansplain means? Often women who are experts in their fields are countered online by men who either talk down at them or explain their subjects to them, unasked. Have you ever been mansplained? [Follow our #mansplaining thread.](#)

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**WOMEN CARRY OUT AT LEAST TWO AND A HALF TIMES MORE UNPAID HOUSEHOLD AND CARE WORK THAN MEN.**



Source: <https://www.un.org/>

**conduct** **ungender**

**WOMEN ARE CONCENTRATED IN LOWER PAID, LOWER SKILL WORK WITH GREATER JOB INSECURITY AND UNDER-REPRESENTED IN DECISION-MAKING ROLES.**



Source: <https://www.un.org/>

## GENDER BIAS


Over the years, men and women have been conditioned to be gatekeepers of patriarchy which often spill over at work. Gender roles and expression form part of the conditioning. Workplaces should centre diversity and inclusion in all that they do.

# Ungender Suggests

How can we do better? How can we reach out and change what we see and hear and address gender diversity, gender roles and expressions?

Here are some of the ways.

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**Do your employees know where to draw the line in office communication?**  
When it comes to sexual harassment at workplace, it is best to not to leave it to guesses.

**Get Employee Sensitization done**  
Email us to know more about our services.

www.ungender.in | M: +91 95826 30056 | E: contact@ungender.in  
© Diverse and Inclusive Workplaces Solutions 2018

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**"Weather is hot today.  
~~Just like you.~~"**


**Do your employees know where to draw the line in office communication?**  
When it comes to sexual harassment at workplace, it is best to not to leave it to guesses.

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## LANGUAGE AND LEARNING

Changing the language we use at home and at the workplace, and the expressions we are taught to use, to grow, and be more inclusive. Offices need to put in strong systems in place to address employee learning and awareness around key issues such as sexual harassment, and bias.



**“**

Diversity and inclusion are not the same things. Diversity is a numbers game and inclusion is about impact. Companies can mandate diversity, but they have to cultivate inclusion. And if inclusion is what you're after, you've got to calculate some slightly different numbers.

**JANET STOVALL**  
Executive Communications Manager, UPS

**ungender**

## DIVERSITY & INCLUSION

Do you engage and try to learn from communities? What is your understanding of diversity and inclusion? Ungender's new series of D&I quotes from leaders around the world is an effort to expand the scope of dialogue around a subject that affects millions of individuals.

# Gender Inclusive Appointments & Awards

What happens when under-represented gender groups are appointed to prominent positions? It allows others to aspire to those positions and gives them hope. Representation and acknowledgement of work goes a long way to empower and nurture the workforce.



## Harley-Davidson Hires Gina Goetter, Its First Female CFO

Harley-Davidson Inc. has hired a former food executive and University of Wisconsin-La Crosse alum as its new chief financial officer.



## Manali Desai First Indian-Origin Woman To Head Cambridge Dept

The sociologist has been appointed head of the department of sociology at the University of Cambridge, making her also the first woman of colour to hold such a role.



## First Openly Transgender Person Elected To Public Office In Maine

Geo Neptune became the first openly transgender person elected to public office in Maine when they were voted onto the school board in Indian Township last week, according to a Maine-based transgender advocacy group.



# CONDUCT

SaaS product that combines data, technology and law to solve the gender inclusion mandate.

## WHO IS CONDUCT FOR

CONDUCT is for workplace leaders — including managers, CXOs, business owners, CEOs, Internal Committee members, HR managers, CHROs and most importantly, for employees.

## HOW DOES CONDUCT HELP

Learnings designed based on employee profiles.

Micro lessons, combined with behavioural nudges.

Safe, secure, and structured system of misconduct redressal.

Robust complaint management system for Internal Committees.

## WHY CONDUCT

We believe that every individual has the capacity to become an internal inclusion and safety leader. We can help build inclusive teams, streamline documentation, and enhance learning.

### CONDUCT

Legally compliant complaint management system that helps in building the most effective and efficient redressal mechanism to live up to employee expectations.

#### DID YOU KNOW?

52% of respondents said they have been called a homophobic slur at work?



www.getconduct.in

### CONDUCT

An admin system to facilitate learning and profiling, tracking progress at functional, location, and hierarchy based team clusters.

#### ARE YOU AWARE?

That one time offline sessions do not allow for any retention on critical information?



www.getconduct.in

### CONDUCT

Legally compliant complaint management system for your Internal Committee/s of POSH Act, 2013 and Transgender Person's Protection Act, 2019

#### DID YOU KNOW?

77% respondents do not know what their legal rights are if accused of sexual harassment at the workplace.



www.getconduct.in

### CONDUCT

Conduct is your toolkit to address gender laws compliance and D&I aspirations through a tech plus data-driven solution.

#### DID YOU KNOW?

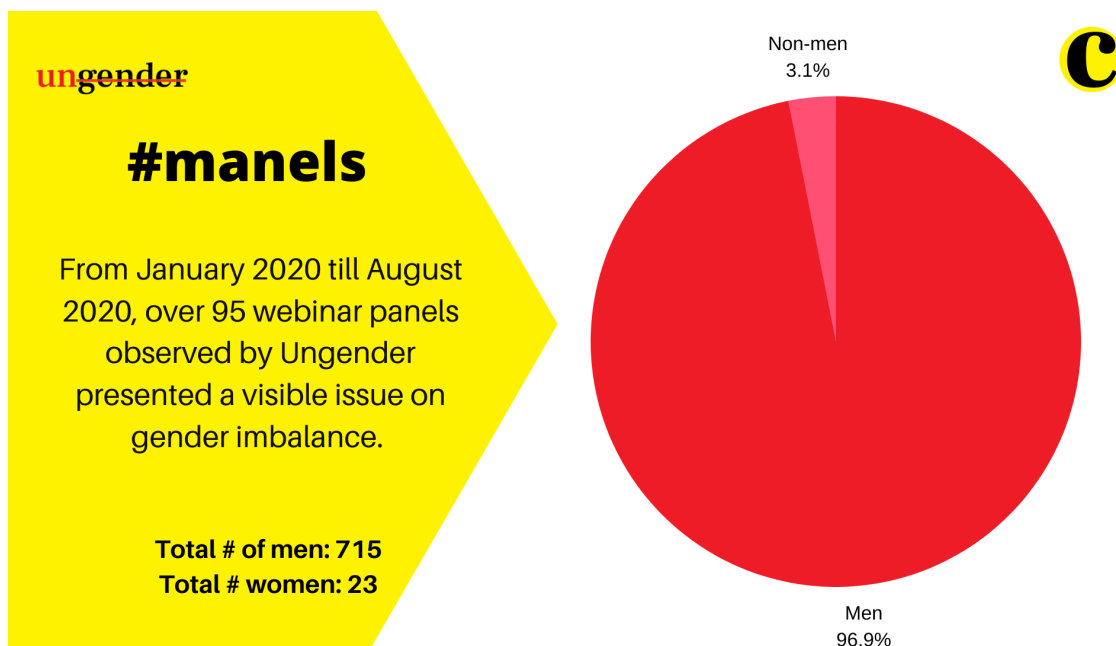
In the past 6 years there are more than 300 cases that have gone to higher courts for misconduct at workplace based on gender and discrimination.



www.getconduct.in

**getconduct.in**

# Building Gender Balanced Panels



Word: Manel

Definition: A panel, where all members present are "male." Have you noticed a rise in #Manels — or all male panels recently? We have. It seems even during the #Covid19 lockdown, webinars are not mindful of diversity in the way they shape participation.

Women make up a considerable part of the formal workplace and yet they are not fairly represented in opinion spaces. Other genders also have little or no representation at these events. At Ungender, we curate a [#NoMoreManel thread](#) on Twitter because we feel representation forms the backbone of empowerment. To be seen and heard is to inspire others to aspire to these roles.

So we, at Ungender Legal Advisory, decided to put out a call to action about how we can help change the narrative. We [created a Google form](#) to collect responses online on experts in various subject areas who aren't just cisgender male. The form has over 50 categories and allows anyone either to nominate themselves or recommend a speaker from an under-represented gender; Cisgender women, trans woman, trans man, nonbinary individuals, and others who identify as gender fluid.

What we hope to do is when we have crowdsourced a big enough list, we hope that it will serve as a helpful document to refer to for organisations when they are putting together panels and will have names they can reach out to represent as experts. On our Twitter #manel thread, we will continue to ☐ panels that are balanced and ☐ for panels that are not. [Access the form here.](#)

# Report Of The Month

In every issue of Ungender Acta, we will bring you key research happening around the world in the space of workplace, gender, pay, diversity, inclusion, and a lot of other things.


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Kronos Incorporated, in partnership with the Society for Human Resources Management (SHRM) in India, found that 90% of Indian organisations are experiencing a workforce shortage – with more than 50% attributing this to quarantine and isolation policies, as well as temporary migration of labour. The survey, [conducted by SHRM and Kronos Incorporated](#) of 238 chief human resource officers and HR heads in July 2020 aims to highlight how employers can achieve the right balance between productivity and workforce costs while keeping employee health and safety as a key priority.

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**83% FEEL THAT INCREASED AUTOMATION IN WORKFORCE MANAGEMENT WILL POSITIVELY IMPACT EMPLOYEE PERCEPTION OF FAIRNESS AND EQUITY.**




Source: Survey conducted by SHRM and Kronos Incorporated

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**ONLY 28% OF MANUFACTURING ORGANISATIONS HAVE DISTINCT REMOTE WORKING POLICIES.**




Source: Survey conducted by SHRM and Kronos Incorporated

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**MORE THAN 50% OF ORGANISATIONS BELIEVE THAT WORKFORCE SCHEDULING AND STAFFING CAN BE FURTHER AUTOMATED.**




Source: Survey conducted by SHRM and Kronos Incorporated

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**68% OF HR LEADERS AGREE THAT PRODUCTIVITY FOR REMOTE STAFF HAS IMPROVED.**




Source: Survey conducted by SHRM and Kronos Incorporated

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**90% OF INDIAN ORGANISATIONS ARE EXPERIENCING A WORKFORCE SHORTAGE.**




Source: Survey conducted by SHRM and Kronos Incorporated

conduct

ungender

**44% BELIEVE THAT REMOTE WORKING POLICIES WILL BE A KEY ENABLER IN THE NEW NORMAL.**



Source: Survey conducted by SHRM and Kronos Incorporated

[READ THE REPORT](#)



# Videos & Podcasts

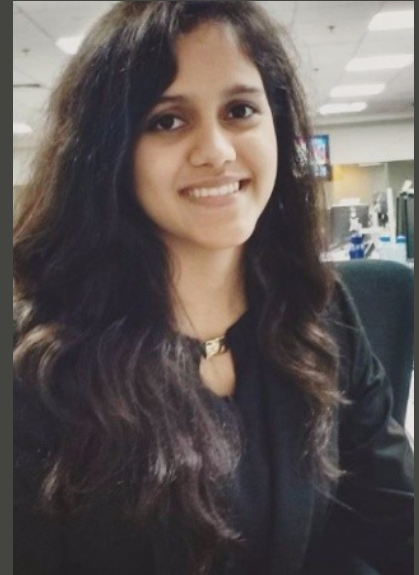
Videos and podcasts we love!



YouTube Live with Mitali Nikore, economist & policy specialist



YouTube Live with Mansi Verma, investment professional at Ventureast



YouTube Live with Triyansha Vijayvargiya, investment team at Chiratae Ventures

The podcasts and shows we love, and we want you to listen and learn from.

## Desire, Prosperity, Fortune, Hope

Far from promising the fruits of equality and justice for all, the United States was founded on white supremacist ideals. Given this legacy, how do Black parents decipher and explain American history to their children?

## Identity Politics

Identity Politics is a podcast that features new stories and perspectives about race, gender and Muslim life in America. From pop culture to politics, each episode co-hosts Ikhlas Saleem and Makkah Ali invite guests to talk about issues impacting their lives as Muslims at the intersection of multiple identities.

## Closet Ke Peeche Kya Hai Ep 2: Femmephobia, Transphobia and Misogyny

Have you ever been called 'baila' or 'chakka', 'pansy' for being feminine? Have you felt hurt when you read 'no femmes' on a dating app? Several effeminate men get bullied throughout their life for their femininity in a world where masculinity is the norm.

## About Acta

'Acta' is a gender newspaper that curates gender and workplace news from India, and the best organisational practices. This is our attempt to keep you informed about what is happening in the gender and workplace around the world. It is curated keeping in mind the shifting conversations around gender and the need for companies to stay abreast of labour laws, good practices and reference material. If you are interested in featuring your story in it, or your company's news on #PoSH compliance, write to us in the address below.

## About Ungender

Ungender Legal Advisory is a diversity and inclusion laws advisory firm – working on bridging the gender and inclusion divide at workplaces. Our collective intelligence is an output of working with over 300 companies directly, educating over 10,000 companies leaders, 250+ case investigations, and sensitizing over a lakh individuals on diversity and inclusive laws. Our dedicated efforts towards this have resulted in niche advisory on compliance and implementation of various labour laws.

## Write to us

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## Follow Us

